



Presents: *Transitioning into Management*

How Great Managers Manage People

Paul Michelman, 2004 Harvard Business School Publishing Corporation

According to Gallup research, only 28% of U.S. employees are engaged, or are actively pursuing top performance on behalf of their organizations, and Gallup studies show that this has a direct impact on the bottom line. The defining contribution of a great manager is to boost the engagement level of the people who work for them.

The Madison-Burns Solution:

We can help your newly minted Managers:

- Successfully transition from individual contributor to manager
- Communicate clearly and motivate people to build trust and better working conditions
- Provide balanced feedback on performance
- Manage in a collaborative and developmental way in order to get commitment and buy-in, not only compliance
- Develop a process to delegate successfully
- Create a positive work environment

Transitioning into Management is designed to provide the fundamental skills required to effectively manage people. The workshop introduces the best management practices and provides participants with the tools and techniques needed to ensure performance.

"People leave managers, not companies."

Marcus Buckingham and Curt Coffman, **First, Break All The Rules**

Summer 2005



"Rookie Managers have a real knack for allowing immediate tasks to overshadow overarching initiatives. This is particularly true for those promoted from within, because they've just come from the front lines where they're accustomed to constant fire fighting."

Carol A. Walker, **Saving Rookie Managers From Themselves**, HBR.

MADISON-BURNS & ASSOCIATES, LLC

55 FIFTH AVENUE — 19TH FLOOR — NEW YORK, NEW YORK 10003—212-691-5358

Questions or comments? E-mail us at a.ward@madison-burns.com or call 203-364-0201

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